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ABSTRACT

In Australia, the health and community services industry is the nation's fourth largest, and employment has grown by 39% since 1987, almost twice as much as the labor force as a whole. The industry is the most female dominated in Australia (77%) and the second-largest source of jobs for women. Thirty-eight percent of jobs in the sector are part time. The industry is below average in employer spending on training. A high proportion of workers have university or higher vocational qualifications (49%). Employers surveyed were moderately satisfied with vocational education and training (VET) graduates; their highest priority for improvement was in work ethic. This industry was the single largest destination for VET graduates in 1997, and 61.5% of graduates rated their training highly relevant. In contrast to employers, graduates gave high ratings to teachers' knowledge. (An appendix contains three tables of statistics: national shifts in employment in various industries in Australia; numbers of persons employed in various occupations in the health and community services industry from 1987-1996; and educational attainment of persons in occupations within the industry.) (KC)

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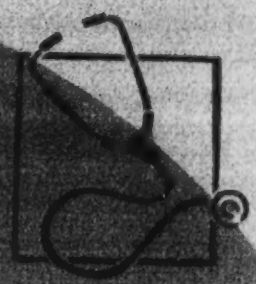

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Industry training monograph

Health and community services

1998

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Preface

THE HEALTH AND community services industry training monograph is one of a series of monographs which has been designed to provide readers with an overview of occupational trends and the current training effort in each industry in Australia.

The monograph analyses data at the major Australian and New Zealand Standard Industry Classification (ANZSIC) industry division level, given that it is at this level most data are collected and disseminated. The monograph addresses:

- recent employment trends
- recent occupational trends in key skills areas
- current training arrangements, particularly training levels and outputs

The monographs bring together for the first time a range of survey data from the Australian Bureau of Statistics (ABS), together with graduate destination, employer satisfaction with training and other training data compiled for the Australian National Training Authority (ANTA) by the National Centre for Vocational Education Research (NCVER).

I would like to thank Tom Dumbrell for preparing these monographs and I would also like to acknowledge John Ray's contribution to the analysis of employment and occupation data.

NCVER acknowledges ANTA's significant contribution to the cost of this monograph in sponsoring its publication.

I hope that the material in this publication will be of interest to Australia's vocational, education and training (VET) sector. In particular the document is designed for industry decision-makers, policy-makers, teachers and trainers, researchers and students with an interest in VET.

Readers who are interested in more information about training markets or other areas of VET research are referred to the NCVER's research database, VOCED. Printed and diskette versions of VOCED can be obtained from NCVER (ph +61 8 8333 8400) or it can be accessed directly on the world wide web at the following address:

<http://www.ncver.edu.au/voced.htm>

Chris Robinson, National Centre for Vocational Education and Research Ltd

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The health and community services industry in Australia

Overview

THE HEALTH AND community services industry is the fourth largest industry division in Australia, with almost 800 000 persons employed in the sector. This represents about 9.4% of the total workforce.[1] The industry includes publicly and privately provided health services and hospitals, childcare services, aged accommodation, residential and non-residential care services and nursing homes.

Employment in the health and community services industry has grown by 39%, or by nearly 225 000 positions since 1987, almost twice as much as the labour force as a whole.

In 1995–1996 total expenditure on health services in Australia was about $41.7 billion and expenditure on community service activities amounted to about $9.7 billion. Together this expenditure represents about 10.5% of Australian gross domestic product (GDP).[2]

Just over two-thirds of health sector spending in Australia is government expenditure while, in the community service sector, governments account for about 27% of total spending.

In 1994–1995 there were about 56 300 establishments in the health and community services industry, most of them classified as small businesses. In 1993–1994 labour costs in this sector were below the average for all industries, at $28 847 per person per year, compared with the all-industry average of $32 755. The industry is the most female-dominated industry in Australia, with over 77% of the workers in the sector females, about two-thirds of them married women. It is the second largest industry of employment for women (in terms of the number of jobs) after manufacturing. It is also the second largest source of part-time jobs for women after retailing and it is one of only two industries in Australia where there are more full-time females employed than full-time males (the other being education). With 38% of the jobs in the sector part time, the health and community services industry has the lowest average of weekly

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[1] Australian Bureau of Statistics (ABS), *Labour force, Australia*, cat.6203.0, November 1997
[2] Industry Commission, *Report on government services 1998*, chapters on health and community services

hours worked per person of all industries in Australia. The hospitals and nursing home sector accounts for almost one half (48%) of all jobs in the industry.

The industry has about the same proportion of persons born outside Australia as does the workforce as a whole. The sector is the second largest employer of professionals and of those with a bachelor's degree or higher qualification after education, in the Australian labour market. It is the major employer of those with an undergraduate diploma, largely nursing. The health and community services sector is much more dependent on the vocational education and training (VET) sector than is commonly supposed. It is the major employer of those with a basic VET qualification, and also the third largest employer of those with an associate diploma. However, it is much less significant as an employer of those with a skilled VET qualification, such as tradespersons.

The health and community services industry is not a large spender on its own training. In the 1996 Australian Bureau of Statistics (ABS) training expenditure survey, the industry was a below-average spender on structured training per employee at $129.90 per person in the September quarter of that year, compared with the all-industry average of $185. Fewer than 20% of employers in the sector provided structured training in the September quarter, although the proportion varied between health, with only 16% of employers providing structured training in the September quarter of 1996, and community services, with nearly 36% providing such training.

Table 15.1: Employment ('000s) in health and community services by sub-division, by gender and type of employment, Australia, November 1997

Industry sub-division	Males	Females	Full-time	Part-time	Total
Health Services	*145.1*	*472.3*	*388.8*	*228.6*	*617.4*
Hospitals and nursing homes	79.3	303.0	243.6	138.7	382.3
Medical and dental services	29.8	82.9	66.2	46.5	112.7
Other health services	33.6	81.7	74.1	41.3	115.4
Veterinary services	2.4*	4.7	4.9	2.2*	7.1
Community services	*37.9*	*143.2*	*105.3*	*75.8*	*181.1*
Childcare services	2.9*	54.8	36.7	21.0	57.8
Community care services	34.9	88.4	68.6	54.7	123.3
Total	**183.0**	**615.5**	**494.1**	**304.4**	**798.5**

Note: *Subject to sampling variability too high for most practical uses

Source: Australian Bureau of Statistics (ABS), *Labour force, Australia, cat.6203.0, November 1997*

In 1996, 7.5% of students enrolled in VET in Australia were studying courses in the health and community services field of study.[3] These courses accounted for 7.9% of total course hours during 1996. In the technical and further education (TAFE) graduate destination survey for 1997 (GDS), compiled by the National Centre for Vocational Education Research (NCVER), health and community services was the major industry of employment of the graduates responding to the survey, with 14.2% or 6109

[3] NCVER, *Australian vocational education and training statistics 1996: In detail*

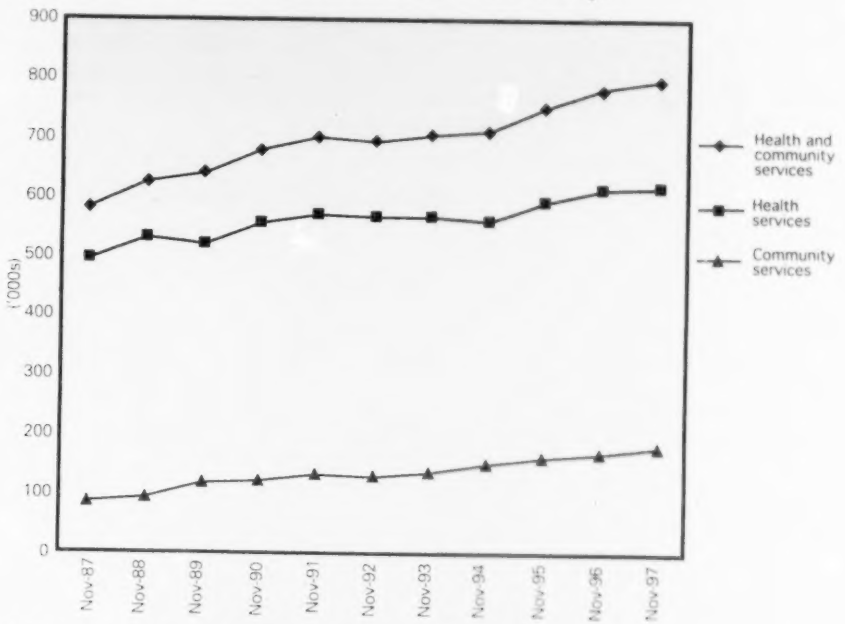
employed in that sector. In the survey on employer satisfaction with VET for 1997 (ESS), also compiled by NCVER, employers in the health and community services industry gave VET training providers an average rating on their overall satisfaction with VET, a score of 6.7 on a 10-point scale.

An industry snapshot

The health and community services industry has been one of the major areas of employment growth in Australia over the last decade, adding more than 25 000 jobs to the national workforce since 1987. Only property and business services and retailing grew by a greater amount over that period.

The following chart on long-term employment trends shows that over the last 10 years the strongest growth within this industry has been in the smaller community services sub-division. Employment in this area has doubled since 1987. Over the same period, employment in the numerically larger health sub-division has grown by 25%.

Chart 15.1: Employment in health and community services, Australia, November 1987–November 1997 (ABS labour force survey)



Source: ABS, *Labour force, Australia*, cat.6203.0, 1987–1997

Within the health sector, a range of services are provided both by government and non-government agencies, including private medical, dental and other health-related professional services, hospitals, community health services and nursing homes. Of the $41.7 billion spent on health services in 1995–1996, 67.7% or $28.2 billion was government expenditure. Over the last few years total health spending has been rising, although non-government spending has generally grown more rapidly, mainly through health insurance providers and other insurers.

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Most government spending on health services, about 37%, is allocated to public hospitals, while other major areas are medical services 25% (mainly Medicare), and pharmaceuticals (mainly through the pharmaceutical benefits scheme) and nursing homes, both getting 9%.

Government spending on the 616 acute-care hospitals in Australia in 1995–1996 amounted to $11.1 billion or $614 per person.

The community services sub-division covers a range of private and public services, the main areas being childcare services, aged accommodation provision, residential and non-residential care and nursing homes. The private sector can be further divided between for-profit and not-for-profit providers. In June 1996 the ABS estimates that out of a total of just over 8000 businesses/organisations in the sector, there were nearly 5900 not-for-profit organisations, about 2000 for-profit organisations, and 423 government organisations.

An important feature of employment in this sub-division is the substantial level of voluntary workers in the sector. The following table summarises some of the characteristics of the sector, broken down into these three types of provider, as at June 1996.

Table 15.2: Establishment, employees and volunteers in the community services sector, Australia, 1996

	Type of provider			Total
	For-profit	Not-for-profit	Government	
Establishments	2 228	5 385	423	8 036
Employees	73 870	188 352	65 680	327 902
Volunteers	4 844	256 667	23 036	284 547
Total workers	**78 714**	**445 019**	**88 716**	**612 449**

Source: ABS, *Community services, Australia, preliminary*, cat.8694.0, 1996

The major areas of expenditure by *government organisations* were:

- residential care and accommodation support $959.6m
- personal and social support $786.6m
- childcare $255.3m

Expenditure by *not-for-profit* organisations was in the following main areas:

- residential care and accommodation support $2693.6m
- personal and social support $710.5m
- childcare $413.2m
- training and employment services $380.4m

For-profit organisations' expenditure was in the following main areas:

- residential care and support $1408.8m
- childcare $374.8m

- Health and community services has provided employment growth over the last decade of about 225 000 jobs, second only to property and business services.
- Employment in the community services sub-division has doubled over the last decade.
- Governments in Australia are responsible for more than two-thirds of expenditure on health.
- Over 46% of workers in the community services area are volunteers.
- Health and community services is the second largest area of employment for women and the second largest provider of part-time jobs.

The following table shows the level of employment by full-time and part-time employment by the main areas of activity, together with employment data on nursing homes, which was also included as a category in the ABS publication (cat.8694.0) but is technically part of the health sub-division. The following table includes only employees, and does not include volunteers.

Table 15.3: Employment in community services by type of activity, by full-time/part-time, Australia

	Childcare	Aged accommodation	Residential care	Non-residential care	Nursing homes	Total
Full-time	15 436	10 009	8 475	24 437	22 185	80 542
Part-time	20 898	24 521	11 126	38 074	81 889	176 508
Total	**36 334**	**34 530**	**19 601**	**62 511**	**104 074**	**257 050**

Source: ABS, *Community services, Australia, preliminary*, cat.8694.0

Occupational composition

The occupational profile of this sector is very different from the overall workforce, with a high concentration of professionals and also a high proportion of intermediate clerical and service workers. It has a low proportion of managers and administrators, tradespersons and lower-skilled jobs. As noted earlier, this industry has the second greatest number of professionals, after education, out of all industry sectors.

Table 15.4: Occupational profile, health and community services and total workforce, Australia, November 1997

Occupation group	Health and community services %	Total workforce %
Managers and administrators	2.3	7.6
Professionals	40.4	17.4
Associate professionals	10.9	10.5
Tradespersons and related	2.5	13.2
Advanced clerical and service	3.0	4.5
Intermediate clerical/sales/service	30.4	17.1
Intermediate production/transport	0.8	9.2
Elementary clerical/sales/service	1.9	10.5
Labourers and related	7.9	10.1
Total	**100.0**	**100.0**

Source: ABS, *Labour force, Australia*, cat.6203.0, November 1997

Qualifications profile

Reflecting the occupational composition of the industry, the qualifications profile is heavily skewed towards holders of university qualifications. The following table shows the high proportion of workers in the industry, 49%, with university and higher-VET-level qualifications, and the relatively low proportion of workers in the sector who lack a post-school qualification. It is not apparent from these data whether those workers classified as intermediate clerical and service workers would normally be expected to hold a formal qualification. The proportion of workers with a VET qualification that would match this occupation (30.4% of the total) seems inadequate. This might indicate a gap in VET provision.

Table 15.5: Qualifications of health and community services workers, percentage distribution, Australia, May 1997

	Bachelor's degree or higher	Diploma/ associate diploma	Skilled vocational	Basic vocational	Without post-school qualification
Health and community services	32.6	16.4	3.2	12.7	34.8
Total industry	**17.2**	**9.0**	**12.6**	**9.4**	**49.4**

Source: ABS, *Transition from education to work*, cat.6227.0, May 1997

Occupational trends and skills shortages

As noted earlier, employment in the health and community services industry has grown strongly over the last decade or so, especially in the smaller community service sub-division. Table A15.2 in the appendix provides information at the detailed occupational level of the main shifts in employment within the sector between 1987 and 1996. At the broader level, employment over that period, despite rising overall,

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actually declined in the tradespersons category and rose very little in the labourers and related workers, and plant operators, and drivers categories.

Strong gains in employment occurred in the professional, para-professional, clerical, and especially in the personal service workers categories. In terms of numerical growth, some of the greatest changes occurred in:

- specialist medical practitioners – up 5 000
- social workers – up 4 100
- ministers of religion – down 6 600
- registered nurses – up 15 200
- welfare para-professionals – up 7 100
- accounting clerks – up 14 700
- receptionists and information clerks – up 13 200
- childcare refuge and related workers – up 49 600
- home companions and aides – up 9 200
- other personal service workers – up 4 600
- ward helpers – up 6 700

The rise in the number of childcare, refuge and related workers is astonishing and translates to a percentage increase of over 300% over the decade. Further analysis of the implications of this increase for the training system appears warranted.

In the 1997 ESS, employers in the health and community services industry were, with retailing industry employers, the most likely to respond that the VET sector was not producing sufficient graduates for their industry's needs. In that survey over a third of respondents in this industry said there were insufficient graduates, while 62.6% said that there were sufficient. Overall responses for all industry sectors were 67.1% saying 'yes' there were sufficient graduates, and 27.5% saying 'no', with 5.3% undecided.

Employers who identified shortages in the health and community services industry nominated the personal services worker category (52%), followed by professionals (18%), para-professionals (16%), and clerks (14%). Unfortunately there was no more detailed breakdown of these categories available. The national industry training advisory body (ITAB), Community Services and Health Training Australia, reported shortages in the areas of childcare co-ordinator, childcare worker and family-care worker.

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Hours of work and earnings

As noted earlier, this industry is a major provider of part-time employment, being the second largest area of part-time jobs, after retailing, for women. The following table shows the percentage distribution of employment by sex and hours worked.

Table 15.6: Employment in health and community services, by sex and hours worked, Australia, November 1997

	Full-time ('000s)		Part-time ('000s)		Total ('000s)	
	No.	%	No.	%	No.	%
Males	155.5	31.5	27.4	3.6	183.0	22.9
Females	338.6	68.5	277.0	96.4	615.5	77.1
Total	**494.1**	**100.0**	**304.4**	**100.0**	**798.5**	**100.0**

Source: ABS, *Labour force, Australia*, cat.6203.0, 1997

Average weekly hours worked in the sector are the lowest of all industries at 30.4 hours per person per week, reflecting the industry's relatively high level of part-time work. Average weekly earnings in May 1996 for all employees were $531.20, well below the all-industries average of $573.70. Full-time adult weekly earnings were, however, at $660.10, just below the all-industry average of $663.10. Full-time junior non-managerial earnings, at $264.70, were the lowest junior rates of all industries, substantially below average junior rates of $319.70.

Geographical distribution of health and community services

Table 15.7: Employment ('000s) in health and community services by State/Territory, 1995

	NSW	Vic	Qld	SA	WA	Tas	NT	ACT
Males	62.5	42.0	34.3	17.3	14.8	5.2	1.7*	1.8*
Females	190.5	143.6	93.5	59.7	58.8	15.5	5.1	10.8
Total	**253.0**	**185.6**	**127.9**	**77.0**	**73.6**	**20.7**	**6.8**	**12.5**

Note: *Subject to sampling variability too high for most practical uses

Source: ABS, *Labour force, Australia*, cat.6204.0, 1995

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Table 15.8: Share of employment in health and community services by State, by share of total jobs, Australia, 1995

State	% employed in health and community services	% employed in all industries
NSW	33.4	33.5
Vic	24.5	25.0
Qld	16.9	18.3
SA	10.2	8.0
WA	9.7	10.1
Tas	2.7	2.4
NT	0.9	1.0
ACT	1.7	2.0
Total	**100.0**	**100.0**

Source: ABS, *Labour force, Australia*, cat.6204.0, 1995

Table 15.7 shows the numbers of males, females and persons employed in this industry by State/Territory in August 1995. Table 15.8 which follows it shows that employment in this sector is distributed very much in line with total employment in Australia, with only a slight deviation in the case of South Australia, which appears to be a little over-represented in this industry.

Age distribution

The following table shows the age distribution of workers in the health and community services industry. The workforce in the sector is somewhat older than the workforce as a whole, with only 10.4% aged under 25, compared with 18.4% in the workforce overall. This probably reflects the high level of professionals employed in the industry, which eliminates the option of employing young people in a substantial proportion of the industry's jobs.

One issue which has been raised in relation to the industry's age distribution relates to the largest component of the professional workforce, nursing. With the current decline in enrolments in nursing, possibly linked to the changes in tertiary funding arrangements, and a relatively high age of the nursing workforce, there is concern that shortages of nurses could emerge in the future if enrolments do not recover.

Table 15.9: Age of health and community services workforce, Australia, November 1997

	Age group						Total
	15–19	20–24	25–34	35–44	45–54	55 and over	
No. in health and community services ('000s)	14.3	68.7	200.5	245.9	193.3	75.7	798.5
% in health and community services	1.8	8.6	25.1	30.8	24.2	9.5	100.0
% in total workforce	6.9	11.5	25.2	25.6	21.1	9.8	100.0

Source: ABS, *Labour force, Australia*, cat.6203.0, November 1997

- Health and community services is the second largest employing sector for professionals, after education, and has a very low proportion of workers without post-school qualifications.
- The number of childcare, refuge and related workers rose by over 300% over the last decade.
- Employers in health and community services were among the most likely to say that there were insufficient VET graduates to meet their needs.
- Lower enrolments in nursing degrees, combined with an ageing workforce, suggest shortages might emerge in the future.

Training in health and community services

As has been shown in an earlier section of this monograph, the health and community services industry is more reliant upon the higher education sector than most other industries. Nevertheless, the industry is also a significant employer of VET graduates, as shown by the fact that about the same proportion of workers in the industry have a bachelors or higher qualification, as have some other post-school qualification.

The community services, health and education training area represented about 8.6% of all government-funded VET activity in 1995, rising to an estimated 9.3% in 1996. This translates to about 32 hours of VET training per person employed in the health and community services industry, a little higher than the average of 27 hours across all sectors.

In 1996 annual hours of training delivered in the community services, health and education field of study represented almost 8% of total VET delivered. Enrolments in this field of study represented 7.5% of all enrolments. This is a little below the industry's overall share of employment in Australia. Nearly 40% of the hours delivered in the community services, health and education field of study in 1996 were in courses at the associate diploma level or higher.

Employer satisfaction with VET

In the 1997 ESS, 238 of the 2687 employers interviewed were in the health and community services industry. Their mean overall level of satisfaction with VET was equal to the mean of all industries, rating 6.7 on the 10-point scale used. Variations between the States and Territories were not marked, with Queensland and Tasmania scoring lowest on 6.3, and Victoria scoring the highest rating of 7.

When asked to nominate the area of VET provision most in need of improvement, employers in this sector were different in their responses to employers overall. Important areas for improvement nominated were:

- teachers' ability and experience
- the balance in the course between theory and practice
- graduates' work ethic

Only the third area above was regarded by all employers as a high priority for improvement, implying that employers in health and community services were relatively happier with course content and the work skills of their graduates than most employers. These were areas commonly cited as needing improvement by employers in other industries.

VET graduates in health and community services

The 1997 TAFE GDS, conducted in mid–1997, obtained responses from 60 746 TAFE graduates, 43 119 of whom were employed at the time of the survey. Of these employed graduates, 14.2% or 6109 were working in the health and community services industry at the time of the survey.

This meant that health and community services was the single largest destination industry for TAFE graduates in 1997. In the earlier 1995 survey, health and community services was the third largest destination.

While employers in the industry were only moderately satisfied with overall VET delivery, TAFE graduates working in the industry gave the relevance of their training the second highest rating (61.5%), rating it 'highly relevant'. This was second only to construction, where 68.9% of graduates rated their training highly relevant. When the two highest ratings, 'highly relevant' and 'some relevance' are taken together, the industry rated third, behind construction, and electricity, gas and water.

Graduates employed in the industry were asked to rate a number of aspects of their course on a 10-point scale. On most issues graduates working in health and community services gave a higher rating than graduates overall. Issues on which health and community services graduates gave an above-average rating were (with comparison showing percentage of respondents giving a 7 or better rating in this industry against total responses):

	Health and community services industry responses	Total responses (all industries)
❖ instructors' knowledge of course content	86%	85%
❖ course content reflecting industry practice	77%	72%
❖ presentation of course material	78%	73%
❖ information received when choosing course	61%	59%
❖ information about careers and jobs	50%	41%
❖ value of course for job prospects	78%	72%
❖ qualification well regarded by employers	71%	65%
❖ balance between instruction and practice	72%	70%
❖ overall quality of the course	86%	84%

Only on two criteria did the respondents rate their course below average:

	Health and community services industry responses	Total responses (all industries)
❖ convenience of venue and class times	74%	75%
❖ enough equipment for practising skills	58%	60%

On the questions why they had undertaken their course and whether they had achieved the reason for undertaking the course, most graduates working in the health and community services industry identified the main motivation as being to get a job. Of the 1468 graduates giving this reason, 1122 (76%) had achieved their objective and a further 205 (14%) had partly achieved it. The comparable percentages for all graduates identifying this as their prime motivation were 65% 'yes' and 17% 'in part'.

Other important motivations for graduates working in health and community services were:

- to try for a different career (1081), of whom 70% were successful
- to get extra skills for my job (1207), of whom 83% were successful
- to get a better job or a promotion (870), of whom 64% were successful

Unlike graduates in many other industries, relatively few respondents (only 466 or about 7.5%) gave, as a reason, that doing the course was a requirement of their job. Is this perhaps one of the reasons why graduates in this industry gave an overall higher rating to their courses than graduates who were required to undertake their course?

- About as many workers in this industry hold a VET-level qualification as hold a university qualification.
- Employers expressed only average-level satisfaction with VET provision, wanting improvements in teachers' ability and experience and in the balance between theory and practice in course work.
- VET graduates working in health and community services gave above-average ratings to almost all aspects of their course and, in contrast to employers, gave a high rating to their teachers' knowledge.
- Health and community services was the single largest destination industry for TAFE graduates in the 1997 GDS (14.2% employed in this industry).

Employment outcomes

While there were just over 6100 graduates working in the industry in the survey, somewhat more, 7822 or 12.9% of the total, had actually undertaken a course in the health and community services field of study. The main courses undertaken were:

- certificate (other) – 2156
- advanced certificate – 1180
- Australian Qualification Framework (AQF) certificate III – 1174
- associate diploma – 1027
- AQF diploma – 902

Of the 7822 graduates from this field of study, 74.7% were employed at the time of the survey, divided almost evenly between full-time and part-time work. This compared with 71% of the total group surveyed, although the majority, about 67%, of those employed in the total group were working full time.

Almost 80% of the students graduating from the health and community services field of study were doing their course for vocational reasons. Prominent among the vocational motivations were:

- to get a job (28%)
- to try for a different career (18.4%)
- to get extra skills for my job (15.5%)

A high proportion, 60.9%, of graduates in health and community services courses who were working when surveyed rated their course highly relevant. This compared with only 49% of all employed graduates. These graduates also identified a range of benefits received as a result of their studies. Of the 5840 graduates from this field of study who were employed, 37% either found a job or changed jobs, 33.6% received an increase in earnings and 19% received a promotion.

Graduates employed in health and community services were among the lower-paid graduates, in part reflecting the high level of part-time work in the sector. Nevertheless, average full-time earnings, at $503 per week, were at the lower end of the scale for full-time earnings, which ranged from a high of $917 for workers in mining, to a low of $436 in accommodation, cafés and restaurants. As with all other industries, female full-time earnings were below male earnings, in this case by a substantial $187 ($602 versus $485). Because of the variability of hours worked, no comparisons can be made in part-time earnings.

- Graduates working in health and community services were almost evenly divided between those working full time and part time whereas, overall, two-thirds of surveyed graduates were working full time.
- Of those graduates who had completed a course in the health and community services field of study, over 70% had either found a job, gained a promotion or received an increase in earnings as a result of undertaking their course.
- Average weekly full-time earnings in the industry are at the lower end of the scale for TAFE graduates.

Employer support for training

Around half the graduates in this field of study who were employed during their final semester received some form of financial assistance from their employer, mainly as paid fees and paid time off work. Graduates in the health and community services field of study were more likely than graduates in any other field—other than in arts, humanities and social sciences—to be working on a part-time basis. Similarly, 46% of graduates working in the health and community services industry were working part time, in percentage terms the third highest area of part-time jobs by industry, but the area with the greatest number of graduates, 2809, working part time.

Of those graduates *working* in the health and community services industry in their final semester, as opposed to those described above who studied in this field, only 45.7% overall received some form of financial assistance. This was below the all-

industry average of around 51%. Of those working in the industry when surveyed, a relatively low 58.5% had been working on graduation. Across all industries, 66% of employed graduates were working when they graduated.

Some training issues in health and community services

- Given the high proportion of voluntary workers in the industry, what role should the VET sector play in providing training for these workers?
- Is there sufficient VET provision for middle-level 'intermediate clerical and service workers' who make up 30% of the industry?
- What impact would a reduction in the supply of registered nurses have upon demand for enrolled nurses and nurses aides?
- Is the extremely rapid expansion in the number of childcare, refuge and related workers that has occurred over the last decade likely to continue and are there adequate training arrangements in place?
- Should the industry, especially the health sub-division, be making a greater contribution to meeting its own skill needs?
- Does the low average weekly hours worked in this industry pose special considerations in addressing future labour market needs?
- In light of the industry's distribution, which closely matches the population, should future skills output levels be predicated on at least maintaining certain occupation:population ratios?

The following key issues were identified by the national ITAB, Community Services and Health Training Australia, in its industry plan submitted to the Australian National Training Authority (ANTA) in 1997:

- expand existing and future English language, literacy and numeracy programs to meet industry-wide needs
- identify broad transferable worker competencies within a framework that addresses the needs of Aboriginal and Torres Strait Islander (ATSI) communities
- investigate ways and means of providing effective training for unpaid workers in the industry
- address increased training needs for small business and the non-government sector
- address skill shortages

Appendix

The following table is extracted from the ANTA resource allocations for 1997 document, available at their website. It shows the planned allocations of government-funded training between the ANTA-defined 'training areas' in terms of 'annual hours curriculum' (AHC).

Table A15.1: Key national shifts in activity between 1996 revised estimates and 1997 projected activity (AHC '000s)

Industry training area	1996 revised	1997 projected	Total increase	Total increase as % of 1996 revised	% of overall increase
Category A					
Arts, Entert, Sports and Rec	11 408	11 928	520	4.6	5.5
Automotive	8 221	8 576	355	4.3	3.7
Building and Construction	18 785	19 009	224	1.2	2.4
Comm Services, Health and Ed	20 910	22 382	1 471	7.0	15.5
Finance, Banking and Insurance	3 420	3 468	48	1.4	0.5
Food Processing	2 454	2 851	396	16.1	4.2
TCF and Furnishings	5 714	5 813	100	1.7	1.0
Communications	1 883	1 963	80	4.3	0.8
Engineering and Mining	15 654	16 607	952	6.1	10.0
Primary Industry	11 874	12 217	343	2.9	3.6
Process Manufacturing	397	479	82	20.6	0.9
Sales and Personal Service	6 527	6 752	225	3.4	2.4
Tourism and Hospitality	16 707	18 151	1 444	8.6	15.2
Transport and Storage	1 686	1 851	164	9.8	1.7
Utilities	11 898	12 145	247	2.1	2.6
Category B					
Business and Clerical	42 412	43 117	705	1.7	7.4
Computing	11 969	12 641	672	5.6	7.1
Science, Technical and Other	6 727	6 870	143	2.1	1.5
Category C					
Gen Education and Training	40 046	41 212	1 166	2.9	12.3
Unallocated	622	779	157	25.2	1.6
Total	**239 316**	**248 810**	**9 494**	**4.0**	**100.0**

Note: TCF – textiles, clothing and footwear

Source: Publications, *ANTA Resource Allocations 1997*, <www.anta.gov.au>

Table A15.2: Employed persons by occupation in the health and community services industry, 1987 and 1996

Occupation (ASCO 4-digit)	1987 ('000s)	1996 ('000s)	Change 1987 to 1996 ('000s)	Change 1987 to 1996 Average annual %
1315 Directors of nursing	2.6	4.2	1.6	5.6
2301 General medical practitioners	29.0	30.2	1.2	0.5
2303 Specialist medical practitioners	10.5	15.5	5.0	4.6
2305 Dental practitioners	5.7	8.4	2.7	4.5
2309 Occupational therapists	4.4	5.2	0.8	1.9
2313 Physiotherapists	7.3	9.9	2.6	3.5
2321 Radiographers	3.6	5.7	2.1	5.4
2323 Veterinarians	2.5	5.1	2.6	8.5
2399 Other health diagnosis and treatment practitioners	3.9	6.3	2.4	5.6
2505 Extra-systemic teachers and instructors	2.8	4.2	1.4	4.7
2601 Social workers	4.3	8.4	4.1	8.0
2603 Counsellors	1.2	4.6	3.4	16.6
2607 Ministers of religion	7.0	0.4	–6.6	–27.9
2903 Psychologists	1.1	3.6	2.5	14.5
3101 Medical technical officers and technicians	6.9	10.4	3.5	4.8
3401 Registered nurses	136.6	151.8	15.2	1.2
3901 Welfare para-professionals	9.0	16.1	7.1	6.9
3909 Ambulance officers	4.6	5.7	1.1	2.5
4705 Cooks	8.2	9.0	0.8	1.1
4999 Other tradespersons	4.2	2.8	–1.4	–4.5
5101 Office secretaries and stenographers	14.8	15.0	0.2	0.2
5103 Typists and typist-clerks	5.2	2.2	–3.0	–9.4
5201 Data processing machine operators	3.1	6.5	3.4	8.8
5301 Accounting clerks	11.7	26.4	14.7	9.7
5401 Library and filing clerks	2.4	5.4	3.0	9.7
5601 Receptionists and information clerks	44.9	58.1	13.2	3.0
5999 Other clerks	4.6	1.7	–2.9	–10.8
6601 Childcare refuge and related workers	12.8	62.4	49.6	19.8
6603 Enrolled nurses	38.4	39.3	0.9	0.3
6605 Dental nurses	9.7	9.8	0.1	0.1
6607 Home companions and aides	1.7	10.9	9.2	23.7
6699 Other personal service workers	0.7	5.3	4.6	26.0
8301 Cleaners	35.9	35.7	–0.2	–0.1

Occupation (ASCO 4-digit)	1987 ('000s)	1996 ('000s)	Change 1987 to 1996 ('000s)	Change 1987 to 1996 Average annual %
8917 Laundry workers	6.6	3.2	–3.4	–7.9
8919 Kitchenhands	18.2	17.9	–0.3	–0.2
8921 Ward helpers	33.4	40.1	6.7	2.1
8999 Other labourers and related workers	3.8	6.6	2.8	6.5
Other occupations	70.5	104.5	34.0	4.6
Total all occupations	**573.8**	**758.5**	**184.7**	**3.2**

Note: As estimates of less than 3500 are subject to high statistical error, they are listed against specific occupations only where there was a higher estimate in either 1987 or 1996. Where estimates of less than 3500 were recorded for both 1987 and 1996, they are included in the 'other occupations' category

Australian Standard Classification of Occupations (ASCO)

Source: ABS, Labour force survey, unpublished data

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Table A15.3: Educational attainment of employed persons by industry, occupation (1-digit ASCO) and type of post-school qualification at 1996 Census

Health and community services	Bachelor degree or higher	Undergraduate diploma	Associate diploma	Skilled vocational qualification	Basic vocational qualification	With qualifications	Inadequately described or not stated	Not applicable (no quals.)	Total
ASCO code and occupation									
1 Managers and Administrators	10 161	3 715	2 103	1 133	819	17 931	1 455	4 995	24 381
2 Professionals	159 949	76 175	8 651	2 360	10 007	257 142	19 847	22 762	299 751
3 Associate Professionals	10 247	7 441	8 904	5 189	17 099	48 880	6 474	20 642	75 996
4 Tradespersons and Related Workers	397	467	587	6 005	586	8 042	1 512	8 968	18 522
5 Advanced Clerical and Service Workers	1 439	1 062	681	272	1 916	5 370	2 462	8 547	16 379
6 Intermediate Clerical, Sales and Service Workers	12 406	9 993	9 946	10 307	16 106	58 758	23 381	131 329	213 468
7 Intermediate Production and Transport Workers	146	102	93	795	219	1 355	455	4 902	6 712
8 Elementary Clerical, Sales and Service Workers	646	291	242	622	533	2 334	1 212	10 114	13 660
9 Labourers and Related Workers	888	462	387	2 289	904	4 930	3 786	42 086	50 802
0 Inadequately described	405	134	116	314	120	1 089	349	2 130	3 568
Not stated	194	125	42	66	79	506	418	1 015	1 939
Not applicable	–	–	–	–	–	–	–	–	–
Total	**196 878**	**99 967**	**31 752**	**29 352**	**48 388**	**406 337**	**61 351**	**257 490**	**725 178**

Source: ABS, 1996 Census of population and housing

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Table A15.4: Educational attainment of employed persons by industry, occupation (3-digit ASCO) and type of post-school qualification at 1996 Census

Health and community services	Bachelor degree or higher	Undergraduate diploma	Associate diploma	Skilled vocational qualification	Basic vocational qualification	With qualifications	Inadequately described or not stated	Not applicable (no quals.)	Total
ASCO code and occupation									
100 Managers and Administrators not further defined (nfd)	795	291	132	124	91	1 433	182	625	2 240
110 Generalist Managers nfd	0	0	0	0	0	0	0	0	0
111 General Managers and Administrators	2 237	569	210	148	124	3 288	272	937	4 497
119 Miscellaneous Generalist Managers	22	8	12	76	8	126	23	89	238
120 Specialist Managers nfd	106	13	12	5	12	148	5	42	195
121 Resource Managers	1 336	279	237	94	109	2 055	147	709	2 911
122 Engineering, Distribution and Process Managers	328	66	92	100	53	639	59	318	1 016
123 Sales and Marketing Managers	234	57	34	26	19	370	45	170	585
129 Miscellaneous Specialist Managers	5 034	2 372	1 354	514	376	9 650	684	1 929	12 263
131 Farmers and Farm Managers	68	60	20	46	27	221	38	175	434
200 Professionals nfd	1 335	186	70	15	42	1 648	89	179	1 916
210 Science, Building and Engineering Professionals nfd	0	0	0	0	0	0	0	0	0
211 Natural and Physical Science Professionals	5 661	289	268	44	121	6 383	296	245	6 924
212 Building and Engineering Professionals	291	48	90	126	17	572	34	45	651
220 Business and Information Professionals nfd	16	3	0	0	3	22	3	10	35
221 Accountants, Auditors and Corporate Treasurers	1 074	127	294	13	38	1 546	110	353	2 009
222 Sales, Marketing and Advertising Professionals	519	102	60	58	76	815	83	444	1 342
223 Computing Professionals	739	92	147	40	54	1 072	56	368	1 496
229 Miscellaneous Business and Information Profs	2 351	398	371	167	205	3 492	221	1 123	4 836
230 Health Professionals nfd	69	41	7	3	6	126	12	5	143
231 Medical Practitioners	38 821	249	129	48	92	39 339	1 242	888	41 469
232 Nursing Professionals	56 316	64 411	2 233	433	7 329	130 722	13 201	8 760	152 683

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Health and community services	Bachelor degree or higher	Undergraduate diploma	Associate diploma	Skilled vocational qualification	Basic vocational qualification	With qualifications	Inadequately described or not stated	Not applicable (no quals.)	Total
238 Miscellaneous Health Professionals	31 962	6 180	1 480	292	581	40 495	2 251	2 465	45 211
240 Education Professionals nfd	21	8	0	0	0	29	3	0	32
241 School Teachers	1 960	1 172	589	116	49	3 886	165	414	4 465
242 University and Vocational Education Teachers	309	53	25	32	17	436	31	101	568
249 Miscellaneous Education Professionals	697	193	128	63	61	1 142	94	277	1 513
250 Social, Arts and Miscellaneous Professionals nfd	32	5	4	0	0	41	3	4	48
251 Social Welfare Professionals	16 318	2 186	2 445	687	1 066	22 702	1 580	5 568	29 850
252 Miscellaneous Social Professionals	345	30	28	9	22	434	67	109	610
253 Artists and Related Professionals	186	74	39	37	32	368	42	266	676
254 Miscellaneous Professionals	924	328	243	176	196	1 867	266	1 136	3 269
300 Associate Professionals nfd	42	30	27	24	45	168	34	136	338
310 Science/Engineering and Related Assoc Profs nfd	63	13	60	28	17	181	24	62	267
311 Medical and Science Technical Officers	1 533	509	1 165	534	611	4 352	686	2 353	7 391
312 Building/Engineering Associate Professionals	108	86	165	194	46	599	60	113	772
320 Business and Administrative Assoc Profs nfd	5	3	3	0	0	11	0	9	20
321 Finance Associate Professionals	170	36	58	10	27	301	41	279	621
329 Miscellaneous Business/Admin Assoc Profs	3 555	1 667	734	582	1 078	7 616	1 350	6 319	15 285
330 Managing Supervisors (Sales and Service) nfd	0	5	3	13	5	26	3	16	45
331 Shop Managers	66	39	61	94	23	283	49	317	649
332 Hospitality and Accommodation Managers	294	352	171	1 409	238	2 464	472	2 643	5 579
339 Miscellaneous Mngr. Supervisors (Sales and Service)	720	232	123	150	97	1 322	146	638	2 106
340 Health and Welfare Assoc Professionals nfd	7	0	0	0	4	11	0	0	11
341 Enrolled Nurses	1 003	2 645	1 839	329	12 839	18 655	1 761	2 724	23 140
342 Welfare Associate Professionals	1 772	645	1 533	608	797	5 355	747	2 454	8 556
349 Miscellaneous Health and Welfare Associate Profs	712	1 096	2 832	1 134	1 136	6 910	1 009	2 178	10 097

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Health and community services	Bachelor degree or higher	Undergraduate diploma	Associate diploma	Skilled vocational qualification	Basic vocational qualification	With qualifications	Inadequately described or not stated	Not applicable (no quals.)	Total
390 Other Associate Professionals nfd	0	0	0	0	0	0	0	0	0
391 Police Officers	10	0	4	3	0	17	3	22	42
399 Miscellaneous Associate Professionals	189	82	126	78	134	609	88	378	1 075
400 Tradespersons and Related Workers nfd	3	10	15	200	10	238	22	140	400
410 Mechanical/Fabrication Engineering Trades nfd	0	0	0	3	0	3	0	0	3
411 Mechanical Engineering Tradespersons	51	31	51	640	49	822	88	353	1 263
412 Fabrication Engineering Tradespersons	3	0	4	58	4	69	13	63	145
421 Automotive Tradespersons	3	0	3	218	4	228	19	77	324
431 Electrical and Electronics Trades	27	10	32	699	17	785	48	143	976
440 Construction Tradespersons nfd	0	0	0	0	0	0	0	0	0
441 Structural Construction Trades	7	7	22	698	10	744	92	226	1 062
442 Final Finishes Construction Trades	5	5	0	331	4	345	36	161	542
443 Plumbers	3	4	6	416	8	437	13	58	508
451 Food Tradespersons	113	122	116	1 053	262	1 666	648	4 945	7 259
460 Skilled Agricultural/Horticultural Workers nfd	0	0	0	0	0	0	0	0	0
461 Skilled Agricultural Workers	8	5	0	5	4	22	3	34	59
462 Horticultural Tradespersons	58	50	51	513	109	781	175	1 689	2 645
490 Other Tradespersons and Related Workers nfd	0	0	0	0	0	0	0	0	0
491 Printing Tradespersons	3	3	0	38	4	48	8	62	118
492 Wood Tradespersons	0	3	0	50	3	56	6	61	123
493 Hairdressers	3	3	0	245	7	258	16	12	286
494 Textile, Clothing and Related Trades	4	6	4	28	8	50	26	219	295
498 Miscellaneous Tradespersons and Related Wkrs	102	207	282	811	84	1 486	298	723	2 507
500 Advanced Clerical and Service Workers nfd	3	0	3	0	0	6	0	3	9
511 Secretaries and Personal Assistants	971	821	488	189	1 657	4 126	2 118	6 562	12 806
590 Other Advanced Clerical and Service Wkrs nfd	0	0	0	0	0	0	0	0	0
591 Advanced Numerical Clerks	440	226	167	65	236	1 134	327	1 863	3 324

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Health and community services	Bachelor degree or higher	Undergraduate diploma	Associate diploma	Skilled vocational qualification	Basic vocational qualification	With qualifications	Inadequately described or not stated	Not applicable (no quals.)	Total
599 Miscellaneous Advanced Clerical and Service Wkrs	28	15	25	17	23	108	16	118	242
600 Intermediate Clerical, Sales and Service Wkrs nfd	74	59	44	53	234	464	246	694	1 404
610 Intermediate Clerical Workers nfd	5	0	3	3	3	14	6	36	56
611 General Clerks	964	472	443	313	1 162	3 354	1 408	9 136	13 898
612 Keyboard Operators	289	170	186	88	549	1 282	714	3 529	5 525
613 Receptionists	2 310	2 571	1 038	773	3 879	10 571	4 992	26 870	42 433
614 Intermediate Numerical Clerks	372	134	266	79	287	1 138	370	2 923	4 431
615 Material Record and Despatch Clerks	92	44	70	158	108	472	131	1 063	1 666
619 Miscellaneous Intermediate Clerical Workers	524	299	210	194	583	1 810	608	3 602	6 020
621 Intermediate Sales and Related Workers	38	15	14	32	25	124	32	236	392
630 Intermediate Service Workers nfd	16	4	6	4	15	45	13	87	145
631 Carers and Aides	6 941	5 474	7 039	7 766	6 701	33 921	11 312	74 720	119 953
632 Hospitality Workers	44	20	21	53	28	166	127	1000	1 293
639 Miscellaneous Intermediate Service Workers	738	730	606	792	2 532	5 398	3 422	7 433	16 253
700 Intermediate Production and Transport Wkrs nfd	3	0	0	6	3	12	6	49	67
710 Intermediate Plant Operators nfd	0	3	3	8	3	17	0	20	37
711 Mobile Plant Operators	0	3	4	32	4	43	22	200	265
712 Intermediate Stationary Plant Operators	6	0	4	65	59	134	27	115	276
720 Intermediate Machine Operators nfd	9	3	3	21	4	40	25	190	255
721 Intermediate Textile/Clothing/Related Mach Ops	0	3	3	8	3	17	8	170	195
729 Miscellaneous Intermediate Machine Operators	4	4	6	27	11	52	13	146	211
731 Road and Rail Transport Drivers	85	78	58	486	98	805	267	2 924	3 996
790 Other Intermediate Prod'n and T'port Wkrs nfd	0	0	0	0	0	0	0	3	3
791 Intermediate Mining and Construction Workers	0	0	0	9	0	9	0	18	27
799 Misc Intermediate Prod'n and Transport Wkrs	37	10	16	133	33	229	84	1 069	1 382
800 Elementary Clerical, Sales and Service Wkrs nfd	7	5	5	7	8	32	21	232	285
811 Elementary Clerks	118	59	55	60	115	407	219	1 876	2 502

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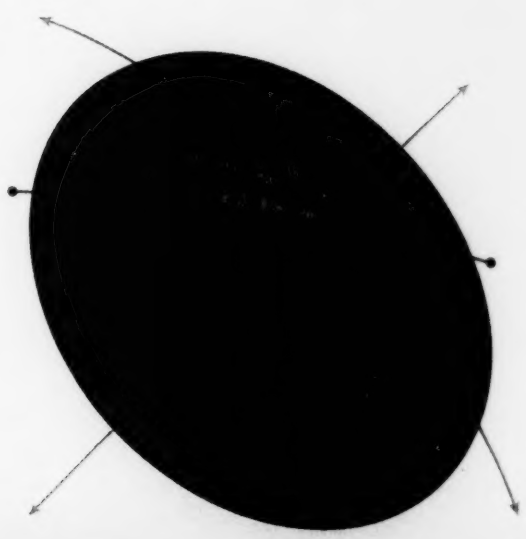
Health and community services	Bachelor degree or higher	Undergraduate diploma	Associate diploma	Skilled vocational qualification	Basic vocational qualification	With qualifications	Inadequately described or not stated	Not applicable (no quals.)	Total
820 Elementary Sales Workers nfd	0	0	0	0	0	0	0	13	13
821 Sales Assistants	113	44	36	70	77	340	160	1 315	1 815
829 Miscellaneous Elementary Sales Workers	161	61	54	60	88	424	153	1 202	1 779
831 Elementary Service Workers	246	122	92	425	245	1 130	658	5 476	7 264
900 Labourers and Related Workers nfd	25	14	20	111	49	219	178	2 602	2 999
911 Cleaners	306	194	132	730	375	1 737	1 649	18 602	21 988
920 Factory Labourers nfd	0	0	0	0	0	0	0	67	67
921 Process Workers	15	5	5	31	15	71	117	2 241	2 429
922 Product Packagers	12	3	3	19	7	44	75	1 071	1 190
990 Other Labourers and Related Workers nfd	0	0	0	3	0	3	9	217	229
991 Mining, Construction and Related Labourers	5	4	0	52	6	67	38	597	702
992 Agricultural and Horticultural Labourers	14	3	10	40	12	79	83	1 040	1 202
993 Elementary Food Preparation and Related Wkrs	467	201	178	570	380	1 796	1 395	13 303	16 494
999 Miscellaneous Labourers and Related Workers	44	38	37	733	59	911	241	2 346	3 498
099 Inadequately described	405	134	116	314	120	1 089	349	2 130	3 568
Not stated	194	125	42	66	79	506	418	1 015	1 939
Not applicable	–	–	–	–	–	–	–	–	–
Total	**196 873**	**99 966**	**31 754**	**29 353**	**48 385**	**406 331**	**61 345**	**257 485**	**725 161**

Note: nfd – not further defined

Source: ABS, 1996 Census of population and housing



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